



2025 Washington Township
ANNUAL REPORT
AVON FIRE DEPARTMENT



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Executive Summary

2025 Washington Township Annual Report – Avon Fire Department

The Avon Fire Department continued to deliver reliable, high-quality emergency services to the residents and businesses of Washington Township throughout 2025, while navigating increased service demand, evolving community risk, and significant organizational change.

Public Safety & Service Delivery

- The department responded to thousands of calls for service, with EMS incidents comprising the majority of responses, reflecting regional and national trends.
- Fire suppression, rescue, and special operations capabilities were maintained at a high level through consistent training, equipment investment, and staffing alignment.
- Public education, prevention, and inspection programs reduced risk before emergencies occurred and strengthened community trust.

Workforce & Readiness

- Firefighters completed extensive annual training hours, ensuring compliance with state and national standards and maintaining readiness for complex incidents.
- Staffing and deployment models were continually evaluated to balance response reliability, fiscal responsibility, and firefighter safety.
- The department continued to emphasize professional development, leadership training, and succession planning.

Fiscal Stewardship

- The department operated within approved budgetary parameters, while maximizing EMS reimbursement and outside revenue sources where available.
- Capital planning focused on long-term sustainability, including facilities, apparatus, and technology investments.
- Financial decisions were made with a focus on cost control, transparency, and return on investment.

Community & Governance

- The department strengthened collaboration with Township leadership, labor representatives, and community partners.
- Public outreach, education events, and community engagement initiatives reinforced the department's role as a trusted public safety partner.
- Governance changes and policy updates were implemented to improve accountability, efficiency, and alignment with Township goals.

Looking Forward

In 2026 and beyond, the Avon Fire Department will continue to focus on:

- Maintaining effective emergency response amid growing demand
- Strategic staffing and facility planning
- Continued fiscal discipline
- Enhancing prevention, education, and community risk reduction

This report demonstrates a department that is operationally strong, financially responsible, and strategically positioned to meet future challenges while protecting the residents of Washington Township.



MISSION

We the members of Washington Township / Avon Fire Department, demonstrating integrity, dedication, pride and compassion, will meet and exceed the current and future needs of those we serve.”

VISION

To Safeguard Those We Serve

CORE VALUES

Integrity | Dedication | Pride | Compassion

Integrity

Honesty and truthfulness in what is said and done, putting honesty, sense of duty and sound moral principles above all else.

Dedication

Exceeding expectations of performance, treating people right, giving an all-out effort, and having an all-in attitude.

Pride

An expression of appreciation toward the community, organization, and the profession.

Compassion

Passionately driven to care for others.



From the Desk of Fire Chief Danny Brock



2025 marked a defining year for the Avon Fire Department, one characterized by deliberate growth, organizational progress, and commitment to the community we serve. Our call volume and service demand continued to rise, and our

members met that challenge with professionalism, discipline, and pride. The accomplishments captured in this annual report reflect a department moving forward with clear purpose: strengthening our operational readiness, investing in our people, modernizing our organization, and preparing responsibly for continued growth across Washington Township of Hendricks County.

A key theme of 2025 was building sustainable capacity to *safeguard those we serve*. We successfully completed Recruit Class 24-02; this was our largest recruit academy in department history. Further, we initiated Recruit Class 25-01, reflecting our third recruit academy in three years. Through these efforts, and with the addition of three paramedics and four lateral firefighters, we added 32 new members across our two most recent recruit classes, resulting in a net growth of 27 personnel. These strategic hires were essential not only for replacing experience lost through retirement, but also for positioning the department for expanded operations, including the activation of Ladder 144, the anticipated opening of Station 145, and deployment of Engine 145. Importantly, we accomplished these milestones while working diligently with our elected officials and the Avon District of Local 4406, reinforcing stability, consistency, and shared standards across our organization.

We also honored the careers and service of two respected members in 2025. Doug Dickerson and Alan “Chuck” Perry concluded their service with the Avon Fire Department and entered retirement following decades of dedication to Washington Township. Their commitment helped shape the department we are today, and we remain grateful for the legacy they leave behind.

Operationally, 2025 brought meaningful advancements in governance, service delivery, and performance. The department strengthened fiscal stewardship through improved documentation and coordinated multi-division planning, leading to a more precise refinement of the 2026 budget. In the final year such appeals were available, the department was awarded its Levy Appeal which supports the staffing, training, and service expectations our community rightfully demands. This move and our ability to expand led to the maintenance of our Class 2 ISO rating while improving our overall score and reaffirming the quality and reliability of our enhanced operational model. We also completed a major structural administrative change by transitioning from the Safety Board system to a Merit System, aligning with Indiana Code as accepted by the Washington Township Board and the Avon District of Local 4406.

In 2025, we also defined our identity. The department officially rebranded from Washington Township/Avon Fire Department to Avon Fire Department, reducing public confusion and aligning our identity with how the community recognizes us. This initiative included a new logo honoring our history, updated badges, revised apparatus striping, and uniform updates. This was not simply a cosmetic change; it was a commitment to clear public identity and organizational cohesion.

Facilities and infrastructure advanced substantially. The Station 143 remodel was completed, construction began on Station 145, and Headquarters upgrades were initiated to better meet privacy and records-security requirements. Engine 144 returned to Station 141, restoring a properly configured multi-company station. The fire training grounds were formally named “The Yard,” due to the location near the Avon Railyard and further cementing our alignment with our community through symbolism. The Yard will serve to reinforce the expectation to be a cornerstone of realistic, progressive training not only for Avon, but for our regional partners who often seek our facilities for their own progress.

Fleet and equipment improvements were equally significant. We placed new Engines 142 and 143 into service, officially staffed and deployed Ladder 144, and ordered a replacement for Medic 141, 142, and 143 as part of our lifecycle plan. EMS bags were standardized across apparatus for consistency and efficiency, and we established a new inventory program to improve accountability and readiness. Technology upgrades were completed department-wide, including new computers at Headquarters and all stations, along with an updated audio-visual system for training delivery, and new portable presentation equipment to support instruction and outreach in multiple locations and environments that we may find ourselves.

Training and professional development continued to be a hallmark of Avon Fire. In 2025, the department documented 21,896.98 training hours, including recruit academy instruction, officer development, EMS education, driver/operator training, and hands-on operational skills. The Training Division expanded capabilities within the tower through new training rooms and props, improved the live burn clean-out area for safety and efficiency, and reinforced an open-door philosophy at The Yard that supports regional interoperability. We also implemented an Officer Development Training program and conducted successful promotional processes for Engineer and Lieutenant, strengthening leadership readiness and succession planning.

Our prevention and investigations functions also grew stronger. The Fire Prevention and Investigation Division completed more than 1,500 inspections and plan reviews, expanded investigative capacity through added staffing, and confirmed compliance with NFPA 1033 for investigator qualifications. The Division also enhanced readiness through the implementation of a Smokeless Range firearms simulator and expanded UAV response capabilities to support incident operations and documentation.

EMS operations advanced notably in both capability and fiscal performance. We increased clinical support capacity with eight preceptors and seven Field Training Officers and improved caregiver and provider safety through equipment upgrades, including Binder Transfer Sheets to reduce injury risk during patient movement. A major milestone occurred in billing operations: following the transition to EMS Management and Consultants (EMS|MC), full implementation in early 2025

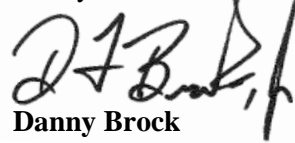
contributed to reduced service charges and improved billing outcomes. Ambulance revenue reached \$2,576,346.23, exceeding projections and representing more than a \$250,000 increase over the best year in department history. This last achievement is a result of better reporting, increased call volume, revised billing rates, and improved systems.

None of these accomplishments happen in isolation. Avon Fire's progress is strengthened by the partnership and solidarity shared with members who boast a 100% membership with IAFF Local 4406. Local 4406 continued to invest in member success through financial literacy initiatives and proactive legislative advocacy surrounding various Senate and House Bills that threaten public safety. These efforts contribute directly to workforce stability and the long-term health of our organization.

As we look ahead, we do so with both confidence and discipline. Growth in our community will continue, and the department remains committed to proactive planning through appropriate staffing, strategic deployment models, responsibly modernized systems, and through maintaining the high standards our residents expect. Station 145 will soon become operational, further strengthening coverage, response capability, and community safety. At the same time, we will continue advancing the Station 142 relocation initiative, refining multi-year operational planning, and maintaining a focus on leadership development, training excellence, and community risk reduction.

I am proud of the members of the Avon Fire Department. Their work ethic, professionalism, and commitment to each other and this community define our identity. 2025 was a year of real progress and we are positioned well for an even stronger future. Gone are the days of simply planning. We are not in the business of theater; we are in the business of safeguarding lives.

Always Forward!



Danny Brock
Fire Chief
Avon Fire Department



Hendricks Co. Professional Firefighters Local 4406
Avon - Brownsburg - Danville - Pittsboro



IAFF Avon District 2025 Yearly Report

2025 was a tremendous year for growth and development for Avon Fire and L4406. Many changes came throughout the year. Movements within the union included forward movement and new additions. DVP Cranfill assumed the role at the general level, transitioning into the Vice President of Political Affairs. We would like to thank him for his dedication to serving the workers of Washington Twp and his continued efforts at the general level. I was elected by acclamation the District Vic President of Avon in December. A change at the EMS Liaison position occurred, with Heather Wolfgang being elected to the role. L4406 would like to thank Courtney Lively for her unwavering support and work she poured into the EMS division.

The year also brought many additions within the Fire and EMS ranks. Graduating members of Recruit Class 24-02 joined company ranks in February. Avon Fire Department also welcomed 12 new Recruits, 3 Paramedics, and 4 Lateral Firefighters. These hires were imperative for adequate staffing in preparation for Ladder 144, Station 145's completion, while also replacing many years of experience lost to retirement. In conjunction with these hirings, we are proud to report that AFD has continued to maintain a 100% Union workforce.

L4406 and AFD celebrated two retirements in 2025. Doug Dickerson and Alan "Chuck" Perry were able to complete their final walks and welcome retirement. We cannot thank them enough for their years of service and dedication to Washington Township and Avon Fire Department.

L4406 continues its drive for financial literacy for its members. Members were again provided with a Financial Literacy 101 opportunity in which they were able to sign up to meet with a financial advisor for consultations. The recruits were also provided a financial literacy day, also sponsored by L4406, to ensure they were set up to be successful as possible into the future.

In terms of future issues and benefits, L4406 has been hard at work lobbying for its members. With the impending changes brought forth by Senate Bill 69 (SB69), L4406 Officers worked tirelessly with local and state representatives to properly educate them on the effects of this bill. L4406 continues to make efforts to work with these representatives to ensure the best possible work environment and future for our members.

In solidarity,

Sam McClain
 Avon District VP of L4406

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2025 Significant Accomplishments

Governance, Finance, and Organizational Development

The Avon Fire Department continued to strengthen its fiscal stewardship through more precise 2026 budget refinement, supported by improved documentation and coordinated planning across all divisions. In the final year such appeals were available, the Department was awarded its Levy Appeal, ensuring the ability to maintain staffing levels, training standards, and service delivery expected by the community.

In alignment with current Indiana Code and the agreement between the Township Board and Local 4406, the Department transitioned from the Safety Board system to a Merit System. Workforce Performance Evaluations (WPE) for both Fire and EMS were successfully revalidated. The Department also retained its Class 2 ISO rating, achieving an improved score over previous audits.

Department Identity and Rebranding

To reduce public confusion and align with how the organization is commonly recognized, the Department officially rebranded from Washington Township/Avon Fire Department to Avon Fire Department. This change does not diminish the Township organization, but rather clarifies the Department's public identity. As part of this initiative, a new logo reflecting the Department's history was adopted, all badges were updated, and apparatus striping and uniforms were revised accordingly.

Facilities and Infrastructure

Significant progress was made in facility improvements and expansion. The Station 143 remodel was completed, and construction began on Station 145. A remodel of Headquarters was initiated to better meet privacy and records-security requirements. Engine 144 was returned to Station 141, creating an appropriately configured multi-company station. The fire training grounds were formally named "The Yard," reinforcing their role as a cornerstone of departmental training.

Apparatus and Equipment

The Department took delivery of new Engines 142 and 143, enhancing fleet reliability and operational readiness. Ladder 144 was placed into official service, adding a second ladder truck to the Department's deployment model. A replacement for Medic 143 was ordered as part of the ongoing apparatus lifecycle plan. EMS bags across all apparatus were standardized to improve consistency, and a new inventory program was developed to strengthen accountability and equipment management.

Personnel, Staffing, and Promotions

Recruit Class 24-02 was completed, marking the largest recruit academy in Avon Fire Department history. Recruit Academy 25-01 was also initiated, representing the Department's third recruit academy in three years. Through the most recent two recruit classes, 29 new members were added, resulting in a net growth of 27 personnel.

Promotional processes for Lieutenant and Engineer were successfully conducted. The Chauffeur position was formally renamed Engineer to better reflect the responsibilities and expectations of the role. Additionally, an Officer Development Training program was implemented to support leadership growth and succession planning.

Training and Professional Development

Training capabilities were expanded through the creation of new props and training rooms within the fire training tower. The live burn clean-out area was improved by extending the concrete pad, enhancing safety and efficiency. Investigations training was expanded to include participation from additional departments and agencies both within and beyond Hendricks County.

Prevention and Investigations

The Prevention Division was strengthened through the addition of an investigator position, improving the department's capacity for fire investigations and code enforcement.

EMS Operations and Partnerships

The EMS Division Chief joined the County Local Emergency Planning Committee (LEPC), reinforcing regional collaboration. The Department established a new partnership with a medical billing company and collections agency, resulting in revenues that exceeded 2025 projections.

Technology and Modernization

Department-wide technology upgrades were completed, including new computers at Headquarters and all fire stations. The training room received an updated audio-visual system, and portable audio presentation capabilities were added to support instruction and outreach.

2025 Department Roster

Battalion Chief	Jerry Bessler				
Officer	Jeff Thompson	Dave Bandy	Steve Preston	Brian Perisho	Todd Gordon
Engineer	DJ Wilson	Mark Sanders	Ray Mulvihill	Zachary Griffith	Brandon Fisher
FF	Derrick Kidwell	Bryan Swift	Jacob Alexander	Rick Finchum	Isaiah Fowlkes
FF/P	Jacob Bryant	Victoria Buckley	Justin Tallman	Chyna Myers	
Unassigned FF	Cale Harris	Monica Torres	Charlee Polley	Noah Mitchell	Dillon Harris
Unassigned FF	Byron Gough	Cody Byers			
Paramedic	Anna Laver		Julia Fulk	Trish Ramsey	Damien Crowder
FTO				Mary Dixon	Nicolaus White
Unassigned PM			Brittani Coffey		
Battalion Chief	Doug Phillips				
Officer	Michael Caldwell	Jon Joseph	Joseph Coffman	Jim Hieston	Brandon Funk
Engineer	Nathan Krahn	Randy Buckrop	Mike Ray	Rich Lau	Phil Cope
FF	Sam Alexander	Logan Hatter	Lucas Graphman	Chris Berry	Tyler Lawrence
FF/P	Matt Templeton	Nick Pride	Braden Puckett	Billy Holloway	Sam McClain
Unassigned FF	Matt Smith	James Cravens	Jordan Basore	Nick Hamilton	Chris McGillem
Unassigned FF	Elissa Hall	Brian Sturm			Spencer Bussy
Paramedic	Cecilia Mencias			James Smith	Alex Knapp
FTO			Jaclyn Witham	Sara Serven	Courtney Lively
Unassigned PM					
Battalion Chief	Joe East				
Officer	Bobby Reffett	Anthony Cranfill	Jason Arkins	Mark Miller	Erik Reece
Engineer	Brian Dilley	Mitch Jenkins	Jonathon Merryman	Matt Sheets	Peter Moorton
FF	Trent Mahaney	Dylan Childers	Peyton Allen	Mitch Miller	Dominick Juarez
FF/P	David Carr	Keith Cox	Chris Lewis	Boaz Fredrickson	Hunter Barnes
Unassigned FF	Dyson Zeigler	Cody Roberts	Garrett Johnson	Jason Starcher	Tyler Thomas
Unassigned FF	James Shaffer		Tyreese Stewart		
Paramedic	Starr Wells		Casey Webb	Wendy Teipen	Cara Robbins
FTO	Brandi Query			Heather Wolfgang	
Unassigned PM					Matt Wright
Recruit Class					
Alex Wilson	Brayden Bush	Jake Meyers	Kendall Reimer	Nikolas Joiner	Reese Hardesty
Andrew Richardson	Jacqueline Benson	Joshua Carter	Levi Dewey	Prince Holmes	TyJay Robey

Station and Vehicle List

Property	Description	
Station 141	Constructed	1994 (Remodel 2020)
Station 142	Constructed	1998 (Pending Move 2026)
Station 143	Constructed	2005 (Remodel 2025)
Station 144	Constructed	2022
Station 145	Construction Started	2025 (Opening 2026)
Headquarters	Constructed	2017 (Various Updates 2025)
Training Grounds	Constructed	2020
Land (Station 142)	Property	2025 (New Station 142)
Frontline Apparatus	Year/Make/Model	
BC140	2023 Chevy 1500	
E141	2022 E-One	
E142	2025 E-One	
E143	2025 E-One	
L141	2016 E-One (new ordered)	
L144	2024 E-One	
M141	2020 Ford (new ordered)	
M142	2019 Ford (new ordered)	
M143	2022 Ford (new ordered)	
M144	2022 Ford	
Front Line Staff Vehicles	Year/Make/Model	
1401	2021 Chevy Tahoe	
1402	2021 Chevy Tahoe	
1403	2023 Chevy Z71	
1420	2023 Chevy Z71	
1421	2023 Chevy Z71	
1422	2023 Chevy Z71	
1423	2019 Chevy Tahoe	
1430	2021 Chevy 2500	
1450	2023 Chevy Tahoe	
1490	2024 Chevy 1500	
1491	2007 Chevy 2500	
1492	2016 Chevy 2500 Lift Gate	
Reserve Apparatus	Year/Make/Model	
Reserve BC140	2017 Chevy Tahoe	
Engine 147	2013 Ferrara HME (Training Engine)	
Engine 148	2015 Ferrara	
Engine 149	2018 E-One	
M148	2022 Ford	
M149	2017 Ford	
Reserve Staff	Year/Make/Model	
Pool Car	2015 Chevy 2500	
Pool Car	2018 Chevy 1500	
Support 140 (Marked)	2019 Chevy 1500	
Cart 140 (w/front line response)	2024 Polaris 1500	
Cart 149	2024 Polaris 1500	

Deputy Chief of Operations Report

Deputy Chief – Jason Porter



Operational Objectives

Goal 1: Ensure the response of the closest piece of apparatus to a dispatched emergency regardless of which department responds.

Status: *This objective is continually reviewed monthly. The HC Operations Chiefs reviewed all run strings and complaint types to have a consistent response with all career and volunteer departments in Hendricks County.*

Goal 2: Specify the minimum criteria addressing the effectiveness and efficiency of the Avon Fire Department for providing fire suppression operations, emergency medical services, technical rescues, and hazardous materials delivery in protecting the citizens of Washington Township and Avon and the occupational safety and health of fire department employees, per NFPA 1710 standard.

Objective 1: Maintain/enhance database that will collect and identify turnout time.

Status: *We review and document this monthly. The average turnout time for 2025 was 64 seconds. This was an improvement by 1 second from 2024.*

Objective 2: Maintain/enhance database that will collect and identify response times for apparatus.

Status: *The average response time for apparatus in 2025 was 6 minutes and 19 seconds. This time includes the time from dispatch to on-scene of the first arriving apparatus.*

Objective 3: Maintain/enhance a plan for determining shift operational effectiveness and efficiencies.

Status: *By using the ESO-Fire programs for all our incident reporting we have been able to measure shift operational effectiveness and efficiencies on emergency responses.*

Goal 3: Maintain a comprehensive system of Standard Operating Guidelines designed to coordinate resources and ensure safe and effective emergency operations.

Objective 1: Review and update Standard Operating Guidelines, specifically the Policy & Procedure Manual and the Standard Operating Guidelines Manual.

Status: *Continued to review and update SOP's and SOG's as needed or identified.*

Continued to work with other Hendricks County Operations Chiefs to ensure continuity of Standard Operating Guidelines with mutual aid departments.

Implemented the use of a new policy program, Policy Stat, to allow ease of use for members and create more user-friendly processes for updates and reviews.

Goal 4: Review and ensure the Avon Fire Department has a reliable communications system to facilitate prompt delivery of public requested emergency services.

Objective 1: Review/revise communication guidelines on an annual basis as needed.

Status: *Participate in communication steering and review groups to identify and modify procedures as necessary.*

Goal 5: Ensure personnel are properly equipped and have access to resources and information that may be needed in the event of a technical rescue incident.

Objective 1: Maintain/enhance current technical rescue equipment as needed.

Status: *Funds were budgeted for and used to purchase new equipment for all technical rescue events, but a focus was centered on updating our Ice Rescue/ Surface Water rescue events.*

Goal 6: Maintain a work force capable of providing quality services to meet the needs of Washington Township / Avon.

Objective 1: Work with Operations Division to provide minimum staffing to 4 FF-EMT/P on each of the three engines, 4 FF-EMT/P on each of the two ladder trucks, 2 ALS/BLS Personnel on each Medic Unit and 1 Command Officer (BC140) per shift.

Status: Continued to work through policy and procedures to allow the Battalion Chiefs the ability to effectively staff their shifts appropriately. Minimum staffing was met most days throughout 2025. Overtime needs were consistent with the day-to-day operational planning for a department of our size, while working to maintain minimum staffing levels meeting NFPA 1710 standards.

2025 Overtime Hours Report					
Total Overtime	Battalion Chief	Lieutenants	Chauffeur	Firefighters	Paramedics
9168.75	528	844	750	3569	3477.75
+424	+250.5	-99.5	+42	+1111.25	-880.25

Objective 2: Maintain specific procedures for filling vacant positions.

Status: The Operations Division used the procedures within a staffing program for the filling of vacant positions throughout 2025. We also continued to hire positions, Firefighters and Paramedics to maintain identified staffing.

Other Operational Objectives Accomplished

Objective: Continue to encourage off duty training by funding a set amount of Off Duty Training pay for each member and increasing the budget line for outside training.

Status: Continued to fund the program in 2025. Members used 1121.25 hours of Off Duty Training for off-duty educational opportunities. A total investment of \$16,818.75 was made for off-duty educational opportunities for members.

Additionally, members also utilized 332.25 hours of Off Duty Instruction/Assignment hours for internal development, such as back-up programs, instructor training, and other events including the recruit class. A total investment of \$4983.75 was made for these purposes.

A total usage of 1453.5 hours was utilized for a total investment of \$21,802.50.

This continues to be a valuable program and has been budgeted again for 2026.

Objective: Provide funding and staffing to allow two (2) members of the Operations Division to attend a Paramedic Program if they so choose.

Status: We continued to fund this program and had 1 member begin Paramedic class in 2025. He is anticipated to complete the program in 2026. We currently have 2 additional members that have applied for Paramedic classes in 2026.

Objective: Work on future planning for apparatus deployment and opportunities, to include equipment and staffing.

Status: Recruit class 24-02 graduated in February and provided additional staffing for the Ladder 144 company.

Construction was started for Station 145 to increase coverage in the southern area of our district. 12 new recruits were hired in December to begin Recruit Class 25-01. These new members will be added to shifts upon graduation in late June, to provide additional staffing for the implementation of our 4th front-line engine, Engine 145. Recruit Class 25-01 is scheduled to graduate in June 2026 for the implementation of the new engine company.

Objective: Continue to update a 3- and 5-year Operations Division plan to review, outline, and detail plans for staffing and apparatus, equipment updates/replacement, training objectives, personnel development, and run response deployment.

Status: Continued to review and update a multi-year plan for staffing, apparatus replacement, and response deployment. There have been some challenges created with recent legislative updates. Identified equipment replacement plans and worked with the training division on development of personnel and training opportunities. Worked with EMS Chief to ensure staffing of the Paramedic and FTO program.

- Objective:** Conduct an Engineer's Promotional Process to establish a two-year promotional list.
Status: *A promotional process was conducted in the 1st quarter of 2025 to create an active list. 4 members were promoted to the rank of Engineer this year. The list was exhausted and a new process will be conducted in the 1st quarter of 2026.*
- Objective:** Conduct an Officer's Promotional Process to establish a two-year promotional list.
Status: *A promotional process was conducted in the 3rd quarter of 2025 to create an active list. 4 members were promoted to the rank of Lieutenant this year. The list still has active members in preparation for promotions for Engine 145 mid-year 2026.*
- Objective:** Continue to work with the various Apparatus Committees on the final inspection and delivery of Engine 142 and Engine 143 replacements, projected delivery to be in June or July of 2025.
Status: *Apparatus replacement schedule was updated and revised to allow the department to plan for future projects. The current build time for new apparatus has maintained at approximately 30-36 months. **Engine 142:** delivered and placed in service in September of 2025. **Ladder 144:** placed in service March of 2025. **Engine 143:** delivered and placed in service in October of 2025. **Ladder 141:** ordered and anticipated delivery in the 1st or 2nd quarters of 2026. We are awaiting a definitive delivery date. Future planning will allow us to utilize the current truck as a reserve apparatus once the new one is delivered. **Medic Units:** ordered 3 units and anticipated delivery in 2027 and 2028. We are awaiting a definitive delivery date. **Engine 145:** ordered and anticipated delivery date in the 2nd or 3rd quarters of 2027. We are awaiting a definitive delivery date.*
- Objective:** Continue to pass out years of service certificates and hold new hire / promotional ceremonies as needed.
Status: *Continued to recognize our members for the positive events in their careers. Presented service awards and recognition to members throughout the year with in person delivery. We also conducted several official badge pinning ceremonies and a recruit class graduation.*
- Objective:** Conduct Officer Development Program; and continue to hold quarterly officers' meetings.
Status: *Completed a multi-session officer development program during 2025 focusing on various components of the officers' roles and responsibilities. Instructors included fire service leaders from within our department along with leaders from outside agencies. Officers' meetings were transitioned to the Battalion Chiefs to manage. The meetings were conducted with participation from Company Officers and Back-Up Officers.*
- Objective:** Continue to hold the annual Awards Banquet to recognize the acknowledgements of fire department members.
Status: *Held the 2024 annual Awards Banquet in April of 2025. This program will continue and the 2025 banquet dates have been established for April of 2026.*
- Objective:** Replace the items needed on front line engines, the ladder and medics as needed and within the budget line item, with input from Officers, Firefighters and Civilian Paramedics.
Status: *Based on input from members of the department along with operational needs, equipment was identified, updated, and added to allow for more effective and efficient operations.*
- Objective:** Work with the Training, EMS and HR Divisions on new hire orientation, new lateral firefighter training, new firefighter academy, and the civilian paramedic programs (as needed).
Status: *Conducted a Lateral Transfer Firefighter processes that resulted in hiring 4 new members, conducted civilian paramedic processes that resulted in hiring 6 new members.*

Utilized a current new firefighter hiring list resulting in hiring 9 new members, along with 3 members who wished to transition from Paramedic classification to Recruit FF bringing our total recruit class number to 12.

The training division completed Recruit Class 24-02 in February and started Recruit Class 25-01 in December, working to build the future of our fire department with realistic training and experiences.

Objective: Continue to provide and improve the back-up chauffeur, back-up officer and back-up battalion chief programs.

Status: *Continued to review and update the manuals as identified. Several new members participated in various back-up programs resulting in an increase to our core of qualified members to fulfill roles and responsibilities within the department.*

Objective: Continue to work with the Training Division to increase our in-house training opportunities by utilizing staff and operations personnel to conduct training based on the needs of our members.

Status: *The training division worked to identify opportunities for training and classes to be conducted within the department. Working with officers on each shift, several classes were conducted for members to afford their growth and development in their career advancement plans. This will continue to be reviewed and developed for next year.*

Worked to reorganize and create processes for the training facility.

Conducted several multi-day live fire training events that included mutual aid companies.

Several certification classes were conducted to provide opportunities for our members. Classes included Instructor II, Driver Operator General, Pump, and Aerial, and Vehicle Extrication Operations and Technician.

2 Recruit Classes were held during 2025, Class 24-02 was completed in February of 2025. 3120 hours documented of Fire Training for Recruits in Class 24-02. Class 25-01 began in December of 2025 with an anticipated graduation date in June of 2026.

2025 Training Hours Report					
Total Hours	Community Risk Reduction	Company Training	Driver Operator Training	Officer Training	EMS Training
21,896.98 (Recruit Class-3120 hours)	344.5 (Fire company hours only)	11,630.75 (Recruit Class-3120 hours)	1,876.75	2,476.75	5,370.475

Objective: Continue to find ways to increase usage of electronic platforms for training not requiring in-person learning. Reduce travel time for crews and apparatus, while ensuring continued coverage within their response areas.

Status: *We made improvements in using platforms more effectively this year. IT updates were made to the classroom at HQ, along with some updates to the Training Classroom. We will be working to use the programs more in 2026 to reduce the amount of travel and out of district time for apparatus and personnel.*

Objective: Continue to review and look for opportunities for more efficient and effective use of members to manage programs and processes.

Status: *We continue to work on our programs and processes to be more efficient and effective. We have identified programs that are currently being underutilized, and they can provide more value than in current use. We worked diligently in 2025 to update the programs, educate our members, and restructure our paths for information and accountability. More work to continue in 2026.*

Training Division

Division Chief – Scott Huff



The Training Division serves as a foundational pillar of the Avon Fire Department, with a mission centered on the delivery of progressive, high-quality fireground training to all AFD members. Instruction is provided by qualified subject-matter experts utilizing modern training methodologies, structured classroom instruction, and practical application. The Division remains steadfast in its commitment to realistic, hands-on training conducted both in the firehouse and on the fireground, ensuring personnel develop and maintain the knowledge, skills, and abilities required to protect the citizens and visitors of the Washington Township, the Town of Avon, as well as fellow firefighters.

In 2025, the Department conducted a member survey to formally name the AFD training grounds, reinforcing the importance of dedication to the profession and fostering a positive, inclusive training culture. The selected name, “*The Yard*,” honors Avon’s railyard heritage and reflects the enduring power of the steam engine. This is also



symbolic of the Avon Fire Department’s leadership role in training and operational readiness throughout Hendricks County. To further establish identity and pride, two official logos were developed and approved, representing ownership, stability, and a positive training environment within the Training Division.

The Yard operates under an open-door philosophy, welcoming firefighters committed to professional development whether for daily incumbent training, hosting state-level courses, or facilitating specialized technical instruction led by external industry experts. The Training Division’s instructors remain dedicated to delivering safe, effective, and high-quality training that protects those who serve.

Like the steam engine that inspired its name, the Avon Fire Department continues to advance with strength, purpose, and momentum.



Incumbent Training

Incumbent training remains essential to ensuring the Avon Fire Department is prepared to meet the evolving complexities of fire suppression and emergency response, while maintaining the highest standards of firefighter and community safety. Operational readiness is built upon a balanced foundation of knowledge, experience, and hands-on skill development, reinforced through continuous training without complacency. Emphasis is placed on the quality of instruction rather than quantity, allowing personnel to strengthen core fundamentals, reinforce skill retention, incorporate lessons learned through after-action reviews, and advance operational effectiveness using contemporary techniques.

Throughout 2025, the Avon Fire Department demonstrated strong organizational support for training and reinforced a positive, engaged learning culture. Member participation remained high, reflecting a collective willingness to learn, adapt, and actively engage in both established and newly introduced training programs. This commitment significantly enhanced motivation, engagement, and overall training effectiveness across the department.

By year’s end, AFD personnel completed more than 6,288 hours of training across the categories outlined in this report. This equates to an average of 314.25 training hours per month, or nearly 10 hours of training per month per member; approximately one-third of each shift day dedicated to professional development. These figures underscore the department’s sustained commitment to preparedness and its continued forward momentum.

Annual Required Training	Training Tower
Department Standards	Outside Opportunities
Engine Company Operations	Other Trainings
Ladder Company Operations	Recruit Class
Technical Rescue Operations	Fit Testing
Live Fire Training – 1403	2025 Purchases
Officer Development	2026 Goals

Annual Required Training

The Avon Fire Department requires all personnel to complete designated annual refresher training to ensure continued compliance with Occupational Safety and Health Administration (OSHA) regulations and to remain current on occupational risks and protective measures inherent to the fire service. These mandated training programs reinforce employee awareness of job-related hazards and provide the knowledge and competencies necessary to effectively protect themselves and others.

This required training directly supports the health and safety of AFD personnel by reducing the risk of occupational exposure, injury, and disease transmission. Through structured instruction, members are equipped to recognize hazards, apply appropriate controls, and safely manage incidents involving regulated risks addressed within these courses.

In 2025, members of the Avon Fire Department each completed more than 46 hours of required annual refresher training across a range of compliance-based subject areas. This training underscores the Department’s continued commitment to regulatory compliance, workforce safety, operational readiness, and professional accountability.

Paramedic personnel completed mandated refresher training in Emergency Medical Services (EMS) Bloodborne Pathogens, EMS Hazard Communications, NFPA 1500 Respiratory Protection, and the Fleet Program Driver Safety Orientation for Emergency Vehicle Operators.

Firefighters and Fire Response Personnel completed comprehensive annual training that included Lockout/Tagout procedures; NFPA 1500 Respiratory Protection and Hazard Communications; and multiple modules of NFPA 470 Hazardous Materials Operations–level refresher training, including Recognition and Response, Chemical

Properties, Roles and Responsibilities, and Terrorism Response and Incident Command. Additional required training included the Fleet Program Driver Safety Orientation for Emergency Vehicle Operators, NFPA 1670 Swim Evaluation, Reasonable Suspicion of Alcohol and Drug Use for Supervisors, EMS Bloodborne Pathogens, NFPA 1500 Confined Space Entry, and Work Performance Evaluation.

Collectively, this training ensures that all personnel remain compliant with applicable standards while maintaining a high level of safety, preparedness, and professionalism in service to the community.

Officer Development Program

During 2025, the Avon Fire Department initiated a comprehensive review and update of its standards and operating procedures. This large-scale, dynamic initiative represents a significant organizational effort and will continue into 2026, with ongoing revisions and updates being formally transitioned into the PolicyStat platform. This process ensures departmental policies remain current, accessible, and aligned with best practices and regulatory expectations.

Throughout the revision process, the Training Division will provide continued support by developing and delivering training aligned with newly implemented policy and procedural updates. This proactive approach ensures personnel are informed, prepared, and able to apply changes consistently across operations.

The 2025 Officer Development Program played a critical role in establishing foundational expectations associated with the updated policies and procedures. These expectations are designed to guide Company Officers in effective leadership, supervision, and decision-making while reinforcing accountability at all levels of the organization. As a result, both members and supervisors are now held to clearly defined standards consistent with the 2025 – 2026 policy and procedural updates.

The 2025 Officer Development series consisted of the following Topics:

Smoke Reading	Command and Control	Communication
Empowerment Through Ownership	Peer Support	Policy and Procedure
Union and the Officer	Leadership 101	Live Scenarios With Personnel

2026 Focus will be Quarterly Officer Development Classroom and Hands-On Skills assessments with Company Specific Trainings (tactics) – Engine, Truck, Rescue, SIMS U SHARE programs, and Officer led programs.

For 2025 the AFD conducted over 208 hours of Company Officer Development Training.

Engine Company Operations

Fire suppression extends beyond the application of water and requires a disciplined understanding of fire behavior, applied science, and engineering principles. Effective suppression operations are critical to protecting the citizens and property of Avon and, most importantly, enabling timely and aggressive rescue efforts. Successful outcomes depend on the ability of personnel to analyze conditions, make informed decisions, and apply appropriate tactics under dynamic and high-risk environments. Engine company operations require precision and consistency, including accurate calculations to deliver the correct agent, at the appropriate volume and pressure, to the correct location, and at the optimal time. Maintaining this level of operational effectiveness presents ongoing challenges, demanding continual readiness, strict adherence to established standards, and a disciplined approach that avoids procedural shortcuts.

Hands-on training remains essential to developing and sustaining muscle memory, reinforcing fundamentals, and ensuring engine companies are fully prepared to perform when called upon. In 2025, the Avon Fire Department completed more than 765 combined hours of training across multiple engine company operations disciplines, reinforcing operational proficiency and sustained readiness.

The following Engine Company hands-on skill sets were conducted during 2025:

Water Delivery	Supplying Aerial Devices	Apartment Lays/Stretches	Fit Testing
Front Door Stretch	Driver/Operator	Master Streams	Yard Lays
Water Supply	Beyond the Pump Panel	Standpipe Operations	Reversing Out
Long Lays	1403 Live Fire Evolutions	Unusual Stretches	Moving and Flowing
Reading Smoke	Mayday	Drafting	Cold Weather Drills
Electric and Natural Gas	Estimating and Stretching		

Ladder Company Operations

Ladder companies serve as a critical operational component of the Avon Fire Department, providing the physical capability and technical expertise essential to effective fireground operations. Ladder company functions encompass eight core tactical responsibilities, commonly referenced as *LOVERS-U*, which must be executed at every structure fire in close coordination with engine company operations to ensure firefighter safety and overall incident effectiveness.



Ladder operations are inherently labor-intensive and high-risk, requiring a comprehensive understanding of building construction, proficiency with specialized and complex tools, and the physical capability to perform under demanding conditions. These functions are conducted across multiple operational environments, including interior and exterior operations, roof lines, and fire floors, and are performed during both primary and secondary operational phases, often placing significant physical demands on crews.

In addition to fireground responsibilities, AFD ladder companies play a key role in technical rescue operations, which introduce distinct rules, tools, and tactical considerations. Due to the complexity and physical demands of truck company work, consistent and repetitive training is essential to maintaining proficiency and operational readiness.



In 2025, the Avon Fire Department completed more than 1,187 combined hours of training across multiple ladder company operations disciplines, reinforcing the department’s commitment to safety, technical excellence, and sustained fireground effectiveness.

The following Ladder Company hands-on skill sets were conducted during 2025;

Search	Interior RIT Ops	4-Gas Meter	Aerial Driver Ops
VEIS	1403 Water Can Ops	Ladder Throws/Carries	Basic Elevators
Carries and Drags	Ladder Company Ops	Supplying Aerial Devices	Building Construction
Ventilation	Forcible Entry	Disorientation Drills	Rope Assisted Search
Aerial Placement	Scrubbing	Nontraditional Truck	RIT
Bailout Systems	Master Streams	Saw Maintenance	Primary vs Secondary
Mayday	Reading Smoke	SCBA Drills	Electrical/Gas Emergencies

Technical Rescue Operations

The Avon Fire Department serves as a key supporting component of the Hendricks County Rescue Task Force (HCRTF), contributing personnel and expertise across multiple specialized rescue disciplines. Maintaining proficiency in these skill sets requires a significant investment in training hours to develop sound tactics, build confidence with specialized tools, and strengthen team coordination and trust.

Given that technical rescue incidents are high-risk, low-frequency events, dedicated and recurring training is essential to ensure readiness when these operations are required. To support this mission, the HCRTF and its instructors conduct quarterly training sessions throughout Hendricks County in the disciplines outlined below. Participation in these sessions is limited to qualified AFD personnel to ensure training standards and operational effectiveness are maintained.



Additional training hours were also dedicated to AFD members pursuing advancement to technical rescue qualifications through State-certified training programs. In total, during 2025, the Avon Fire Department completed more than 388 combined hours of training across multiple technical rescue operations disciplines, reinforcing the department’s commitment to specialized readiness and regional response capability.

The following Technical Rescue hands-on skill sets were conducted during 2025:

- | | | | |
|-------------------------------|-----------------------------------------|------------------------------|---------------------------|
| Confined Space
Extrication | Structural Collapse
Top Water Rescue | Trench
Surface Ice Rescue | Ropes
Technical Rescue |
|-------------------------------|-----------------------------------------|------------------------------|---------------------------|

1403 Live Fire Training

The Avon Fire Department meets and exceeds the minimum training requirements for suppression personnel participating in live fire training evolutions, in accordance with NFPA 1403, *Standard on Live Fire Training Evolutions*. Compliance with this standard ensures that all live fire training activities are conducted with the highest regard for firefighter safety, operational control, and risk management.

All live fire training evolutions are planned and executed in strict accordance with NFPA 1403 guidelines and are overseen by Authority Having Jurisdiction (AHJ) qualified instructors within a safe, properly maintained training facility. The department continuously monitors potential health and safety hazards associated with live fire environments and implements controls to mitigate risk for all participants.

Personnel participating in any live fire training conducted under the AFD sign a training waiver and are required to meet or exceed the minimum qualifications of Firefighter I, as defined by NFPA 1001, prior to participation. This requirement ensures that all members engaged in live fire operations possess the foundational knowledge, skills, and abilities necessary to safely operate within high-risk training environments at *The Yard*.

For 2025 the AFD conducted over 228 hours of live fire training.

- Tower - 1st and 2nd Floor burn rooms – Class A materials
- T-Box – 1st and 2nd floor burn rooms – Class A materials
- Hazmat contained 55-gallon drum – Combustible fuel and propane demos

Outside Departments Live Fire

Departments utilizing *The Yard* for live fire training operations participated under an approved training waiver and conducted all live fire evolutions under the direct supervision of AFD-certified Live Fire Instructors, in full compliance with NFPA 1403 guidelines. This oversight ensured that all training activities were executed safely, consistently, and in accordance with established national standards.

Participating departments conducted training using their own personnel and equipment while operating within pre-approved scenarios coordinated through the Avon Fire Department. This approach allowed visiting agencies to meet their training objectives while maintaining compliance with AFD safety protocols and live fire operational controls.

In 2025, a total of 200 hours of outside department live fire training were conducted at *The Yard*, with 72 of those hours directly supported and assisted by AFD personnel. These efforts highlight AFD’s continued commitment to regional training partnerships and the advancement of safe, standardized live fire training throughout the area.

DEPARTMENT	LIVE FIRE	NON-LIVE FIRE
Plainfield FD	24 hours	56 hours
Danville FD	24 hours	40 hours
Wayne FD	24 hours	0 hours
Pittsboro FD	0 hours	16 hours
Brownsburg FD	0 hours	16 hours



Outside Opportunities

The Avon Fire Department provides its members with opportunities to participate in external training that is job-specific, conducted safely, and aligned with departmental operational expectations. These opportunities include locally delivered training programs, as well as state and nationally recognized certification courses, conferences, and hands-on skills sessions conducted at the regional and national levels.

In accordance with departmental policy, participation in external training and conferences is strategically allocated to ensure maximum organizational benefit. Members who attend these programs are required to disseminate knowledge, skills, and best practices gained to the broader department, recognizing that participation may be limited by time, staffing, and budgetary constraints. This approach ensures that training investments translate into department-wide operational improvement.

In 2025, the Avon Fire Department completed more than 1,626 hours of external training, reinforcing its commitment to professional development, continuous learning, and the integration of industry best practices into daily operations.

2025 Outside Opportunities attended:

Officer Development & Leadership

- Fire Officer (Pittsboro, IN)
- Fire Officer (MADE)
- Officer I (ESEC)
- Officer I (Martinsville, IN)
- Fire Officers Seminar (Pittsboro, IN)
- Decision-Making for Company Officers (MADE)
- Decision-Making for Initial Response (Pittsboro, IN)
- CFT Leadership Training & Tactics for Company Officers (Pensacola, FL)
- Leadership Academy (Pensacola, FL)
- Danville, Illinois Officer Lecture Series
- Adult Learning Principles for Improving the Fire Service (MADE)

Instructor, Education & Outreach

- Instructor I (Terre Haute, IN)
- Instructor I (Wayne Township)
- Fire and Life Safety Educator (Dubois County Fire School)
- National Child Passenger Safety Certification (Brownsburg, IN)
- Firemanship Conference (Aurora, IL)
- Hands-On Skills Conference (Lewisville, TX)

Fire Suppression & Apparatus Operations

- Advanced Pumper Operations (ESEC)
- Advanced Pumper (ESEC)
- Driver / Aerial Operator (AFD In-House)
- Fire Officer Skills Training (FOST) (Indianapolis Fire Department)

Technical Rescue & Special Operations

- Structural Collapse Operations/Technician (Honey Creek Fire Department)
- Structural Collapse (Honey Creek Fire Department)
- Trench Rescue (Honey Creek Fire Department)
- Trench Rescue/Technician (Honey Creek Fire Department)
- Vehicle Rescue Technician (Wayne Township – Host Agency)
- Indiana River Rescue School
- Surface Water Operations/Technician (Pittsboro, IN)
- Swiftwater Operations (Greenwood, IN)

EMS, Medical & Behavioral Health

- Tactical Medical Training (Indianapolis IEMS)
- EMS World Conference (Indianapolis, IN)
- Peer Support Training (Brownsburg, IN)

Hazardous Materials & Emerging Technologies

- Electric Vehicle Operations (ESEC)
- Electric Vehicle Operations (Wayne Township)
- Fire Investigator I (ESEC)

Ceremonial, Honor Guard & Special Assignments

- PFFUI – Honor Guard Training (Indianapolis, IN)
- Multiple Out-of-Town Trainings (OTRs) for FDIC (Scheduled by Battalion Chief)

Emergency Management & Incident Command

- NIMS 300 (Plainfield, IN)
- IDHS Winter Fire School (Plainfield, IN)
- MADE Winter Fire School (Plainfield, IN)

2025 Other Training Programs

In 2025, the AFD Training Division has offered other training opportunities throughout the year. Some of these trainings were department wide and some were considered specialty areas, not scheduled as a regular monthly or quarterly type training. For 2025 the AFD conducted over 328 hours of Other Training opportunities.

New Hire Skills Training
The Senior Man Role
Center Point Energy

Truc Company Operations
Surface Water Ops/Tech

Breathwork for Public Safety
Electrical Vehicle/Battery Fires

Outside Department Use of Training Facility

Throughout 2025, multiple fire departments utilized *The Yard* for fixed facility training, leveraging both AFD-certified instructors and their own qualified personnel, as well as department-specific materials and apparatus, to meet mandated training requirements and operational objectives. In addition to department-specific training,

several agencies participated in open or joint training sessions hosted by the Avon Fire Department, fostering collaboration and shared learning across jurisdictions.

In total, more than 320 hours of training were conducted at AFD training facilities by participating departments during 2025. These activities underscore the Avon Fire Department's role as a regional training resource and its continued commitment to interagency cooperation, standardized training practices, and collective operational readiness.

Plainfield Fire Department	Danville Fire Department	Wayne Township Fire Department
Pittsboro Fire Department	Indianapolis Fire Department	Fort Wayne Fire Department
Amo Fire Department	Crawfordsville Fire Department	Lawrence Township Fire Dept.
Clayton Fire Department	Brownsburg Fire Territory	Lizton/Union Township Fire Dept.
Whitestown Fire Department	Sugar Creek Fire Department	

Safety

Fireground safety remains a critical priority for the Avon Fire Department. Strict adherence to established SOPs and SOGs, along with the proper use of personal protective equipment (PPE), significantly reduces the risk of injury and line-of-duty fatalities. Oversight of fireground safety falls within the scope of the Division Chief of Training when serving in the role of Incident Safety Officer, ensuring that safety principles are consistently applied during both training evolutions and emergency operations.

The application of safe firefighting practices directly contributes to effective, coordinated fireground operations. When crews employ recognized safety best practices, they are better positioned to operate efficiently, maintain situational awareness, coordinate seamlessly with team members, and make informed decisions under high-stress conditions. Additionally, sound safety practices aid in controlling fire spread and minimizing damage to structures and exposures, supporting positive incident outcomes.

The Avon Fire Department maintains a high standard of fireground safety, emphasizing professionalism, discipline, and commitment to safe operations. This approach reinforces public trust and stakeholder confidence in the department's operational capabilities and the preparedness of its personnel.

During 2025, the following safety considerations were emphasized throughout training activities and live incident operations:

- Continuous preparation and ongoing training
- Adherence to established SOPs and SOGs
- Proper and consistent use of PPE
- Utilization of the buddy system
- Implementation of Rapid Intervention Team (RIT) and Mayday procedures
- Post-incident debriefing and review

Safety, Injury, and Illness

Given the inherently hazardous nature of fire and emergency services, occupational injuries and illnesses are an unfortunate but anticipated aspect of operations. In 2025, several uncontrollable incidents occurred at *The Yard* during on-duty training activities, resulting in injuries that required immediate medical attention and subsequent leave time.

These incidents affected staffing levels and total man-hours, necessitating overtime expenditures and the assignment of supplemental personnel to maintain operational coverage. While none of the injuries were life-threatening, their impact is just as significant on the employee as the organization.

Despite these incidents, the Department continues to emphasize safety, training oversight, and injury prevention measures to reduce risk and support the health and readiness of its personnel. Firefighter and EMS safety initiatives will always be ongoing given the nature of our work and the training that prepares us for operational readiness.

Recruit Class 24-02

Recruit Class 24-02 was a successful program that progressed from fire training through Emergency Medical Technician (EMT) certification. The class began with 17 candidates and, after 26 weeks of instruction, graduated 16 recruits. Upon completion of the probationary period, 14 of these individuals transitioned to the rank of Firefighter, demonstrating strong performance and professionalism as quality employees.



These 14 firefighters now serve as mentors to the 12 new recruits who began training on January 6, 2026 as part of Recruit Class 25-01. In addition to mentoring, they provide adjunct instructional support throughout the current recruit class, reinforcing departmental standards and fostering professional development.

During 2025, the Avon Fire Department conducted more than 1,120 hours of recruit training instruction. The program concluded with a formal graduation ceremony held on February 22, 2025, at the Avon Middle School South Auditorium.

Recruit Class 25-01

Recruit Class 25-01 began on December 15, 2025, with 12 new recruits. The class is scheduled to begin Emergency Medical Technician (EMT) training on January 5, 2026. Progress of this recruit class will be documented through monthly Chief's Reports to ensure oversight and accountability throughout the academy.

Subject matter experts have been identified and assigned to deliver instruction for each training block, positioning the academy for continued success. The class is scheduled to graduate on June 19, 2026. All recruits have successfully completed the required steps to be assigned as Probationary Firefighters in the Avon Fire Department Recruit Academy.



Fit testing

Department-wide Self-Contained Breathing Apparatus (SCBA) full-face and half-face respirator mask fit testing was conducted in February 2025, achieving 100 percent compliance. Testing was performed in accordance with OSHA 29 CFR 1910.134 standards using the Department's TSI PortaCount-certified fit-testing system.

Prior to testing, the fit-testing unit was returned to TSI for manufacturer-recommended calibration and preventative maintenance to ensure accuracy and reliability for the 2025 testing cycle. Lieutenant Mike Caldwell was assigned responsibility for coordinating and conducting fit testing for both 2025 and 2026, utilizing Station 141 officers' quarters as the designated testing location. In total, the Avon Fire Department completed more than 120 hours of fit testing during 2025.

Training Division Summary

As the Training Chief of the Avon Fire Department, I am honored to lead the AFD's training efforts. The men and women of the AFD consistently demonstrate exceptional professionalism, and I recognize the significant value they bring to each training session. I am impressed by the members dedication to building a positive culture that promotes knowledge, skills and abilities in the fire service, which highlighting the success of this role. I am committed to ensuring the AFD's training is safe and effective for all members, protecting the departments reputation, and leading the future in training to protect Avon's citizens and visitors.

Scott Huff – Division Chief of Training and Safety



EMS Division

Division Chief – Stephanie Winegar



Each year we train to meet the state's requirements for EMT Certifications and Paramedic Licenses as well as our affiliation requirements with HRH. We participate various trainings within the department and offered by other agencies. This year EMS World came to Indianapolis and several members were able to attend 1-3 days of EMS Training.

We have increased the number of preceptors to 8 and have 7 Field Training Officers for our precepting program. Two of the original 9 FTOs have left their positions. One became a nurse and moved out of state. The other is currently in our Recruit Class transitioning to a FF/Paramedic with Avon Fire. We have started a new FTO promotion process with an effective date in Feb 2026. Our EMS precepting program has students coming from HRH, Area 31, Clinton County, and Franciscan EMS programs.

In 2025, we purchased Binder Transfer Sheets for each of the ambulances. This allows patients to be transferred from the cot to the emergency room bed avoiding back injuries for EMS personnel and makes transfer easier on the patient. We implemented a new EMS inventory system using a current program of the department. This allows better tracking and maintaining EMS inventory to meet state and local protocol requirements.

EMS Billing

In November 2024, the Department transitioned its ambulance billing services to EMS Management and Consultants (EMS|MC). While the change occurred late in the year, full implementation was not realized until early 2025. As part of this transition, the service charge associated with billing was reduced by just under two percentage points.

The Department anticipated an increase in ambulance revenue as a result of improved billing efficiency, an expectation that was realized throughout 2025. By year-end, ambulance revenue totaled \$2,576,346.23, representing an increase of more than \$250,000 over the highest revenue year previously recorded. This marks the most successful ambulance revenue performance in the Department's history. The increase has multiple contributing factors that include better run reporting, increased run load, revamped billing rates, and changes in billing and collections agencies.

Top 10 Run Types by Primary Impression 2023-2025

After Traumatic Injuries over doubling any other category of the past few years in 2024, the top 10 runs by primary impression list in 2025 is nearly identical to 2023. Our EMS runs have been consistently growing year over year and 2025 was no exception. Avon Fire Department continues to experience increases in run volumes year over year with highly qualified members who perform top notch at every level.

2025													
Impression	Jan '25	Feb '25	Mar '25	Apr '25	May '25	Jun '25	Jul '25	Aug '25	Sep '25	Oct '25	Nov '25	Dec '25	Total
Total	498	488	438	463	443	469	472	459	471	482	420	515	5,618
1 Generalized Weakness	47	41	37	42	33	29	43	37	36	43	41	44	473
2 Abdominal Pain	39	16	25	14	22	20	18	18	19	22	15	25	253
3 Chest Pain / Discomfort	10	17	13	18	25	23	18	11	24	14	21	23	217
4 Shortness of breath	25	22	17	19	21	16	19	13	16	12	14	21	215
5 Injury of Head	15	17	18	23	24	15	14	16	25	10	13	22	212
6 Syncope / Fainting	16	24	19	15	14	16	21	12	16	21	11	19	204
7 Altered Mental Status	25	25	12	17	9	14	13	14	20	15	13	19	196
8 Adult general exam, no finding	10	22	15	24	10	20	13	19	13	13	4	8	171
9 Acute Respiratory Distress (Dyspnea)	21	17	10	16	11	13	8	15	12	10	12	20	165
10 No Complaints or Injury/Illness Noted	15	11	9	17	9	17	15	12	13	18	8	21	165

2024													
Impression	Jan '24	Feb '24	Mar '24	Apr '24	May '24	Jun '24	Jul '24	Aug '24	Sep '24	Oct '24	Nov '24	Dec '24	Total
Total	425	433	461	407	449	485	459	465	440	475	431	472	5,402
1 Injuries (Trauma)	61	78	90	87	85	89	73	99	74	78	91	66	971
2 Generalized Weakness	36	32	21	29	21	41	33	46	28	30	36	36	389
3 Abdominal Pain	15	18	22	14	13	23	19	17	16	18	24	23	222
4 Syncope / Fainting	23	14	11	22	19	14	20	15	14	20	14	20	206
5 Altered Mental Status	13	18	25	13	21	18	17	10	13	20	15	19	202
6 Adult general exam, no finding	7	15	20	15	15	20	23	17	16	25	6	13	192
7 No Complaints or Injury/Illness Noted	25	19	12	12	19	19	27	9	12	13	6	16	189
8 Shortness of Breath	3	18	16	17	19	16	13	13	13	15	15	19	177
9 Acute Respiratory Distress (Dyspnea)	31	14	23	12	12	11	11	15	16	8	7	12	172
10 Chest Pain / Discomfort	8	21	16	12	10	18	12	14	13	11	14	17	166

2023													
Impression	Jan '23	Feb '23	Mar '23	Apr '23	May '23	Jun '23	Jul '23	Aug '23	Sep '23	Oct '23	Nov '23	Dec '23	Total
Total	400	304	379	373	400	341	421	425	399	414	410	409	4,675
1 Generalized Weakness	35	32	41	41	44	49	40	49	52	38	38	35	494
2 Abdominal Pain	48	19	34	32	33	31	39	33	32	40	36	50	427
3 Chest Pain / Discomfort	30	20	28	33	29	35	30	25	32	32	26	19	339
4 Shortness of breath	25	21	25	20	23	12	20	27	24	26	30	27	280
5 Injury of Head	23	8	17	26	25	15	13	24	19	16	17	20	223
6 Syncope / Fainting	13	13	16	24	22	8	21	17	16	14	13	18	195
7 Altered Mental Status	17	11	13	18	14	16	14	19	17	18	18	15	190
8 Adult general exam, no finding	13	16	16	18	15	16	13	9	20	19	19	12	186
9 Acute Respiratory Distress (Dyspnea)	18	12	15	13	17	14	13	27	13	15	11	14	182
10 No Complaints or Injury/Illness Noted	16	9	15	16	16	12	19	12	13	17	14	13	172

Top 10 Transport Destinations 2023-2025

The Avon Fire Department’s ambulance transports in 2025 remained consistently distributed among the top ten hospital destinations within the region. While the destination patterns remained stable, the total number of transports increased proportionally with the overall rise in EMS run volume. This trend aligns with expectations and reflects continued population growth and increased service utilization within the Avon community.

Currently, four medic units serve the community, resulting in a manageable and sustainable run-to-transport ratio. As demand continues to grow, the department will remain attentive to call volume trends and transport demands while proactively planning for future staffing and resource needs to ensure continued high-quality emergency medical services.

2025													
Facility	Jan '25	Feb '25	Mar '25	Apr '25	May '25	Jun '25	Jul '25	Aug '25	Sep '25	Oct '25	Nov '25	Dec '25	Total
Total	426	396	349	362	359	377	358	347	372	377	338	403	4,464
1 IU Health West	194	205	167	202	207	202	192	188	189	194	195	211	2,346
2 HRH - Danville	141	114	111	107	92	96	83	98	115	107	84	112	1,260
3 HRH - Brownsburg	8	33	20	7	12	21	23	17	20	28	22	30	241
4 Eskanazi Hospital	16	14	20	8	17	12	19	18	15	20	12	17	188
5 IU Health Methodist Hospital	14	11	6	13	5	10	10	7	14	10	6	11	117
6 IU Health - Riley Childrens	7	8	12	9	10	8	11	8	10	4	6	9	102
7 VA Medical Center	10	3	6	5	3	5	7	3	5	6	3	5	61
8 St Vincent Hospital	3	3	1	2	7	13	6	2		2	3	3	45
9 St. Vincent Avon	3	2	2	3	4	8	7		3	2	3	3	40
10 St Vincent Payton Manning Pediatric	1	1		2	1			1			1		7

2024													
Facility	Jan '24	Feb '24	Mar '24	Apr '24	May '24	Jun '24	Jul '24	Aug '24	Sep '24	Oct '24	Nov '24	Dec '24	Total
Total	332	362	364	311	357	389	348	381	348	378	354	377	4,301
1 IU Health West	129	174	199	168	191	205	175	191	161	171	170	192	2,126
2 HRH - Danville	125	119	89	76	104	93	88	110	99	124	111	107	1,245
3 HRH - Brownsburg	17	17	15	13	14	26	23	29	33	24	20	20	251
4 Eskanazi Hospital	20	14	22	26	22	16	25	22	24	17	17	20	245
5 IU Health Methodist Hospital	13	9	15	8	6	16	14	12	17	13	10	13	146
6 IU Health - Riley Childrens	11	14	10	8	13	12	11	4	3	11	9	11	117
7 VA Medical Center	17	4	2	4	2	6		5	6	3	7	1	57
8 St. Vincent Hospital	6	5	3	4	1	4	4	3	1	6	6	3	46
9 St. Vincent Avon	3	5	5	2	1	5	4	3	3	3	2	5	41
10 St Vincent Plainfield			1	1	2	1	2	1		2		1	11

2023													
Facility	Jan '23	Feb '23	Mar '23	Apr '23	May '23	Jun '23	Jul '23	Aug '23	Sep '23	Oct '23	Nov '23	Dec '23	Total
Total	326	294	346	330	314	359	369	391	369	352	366	409	4,225
1 IU Health West	169	141	168	156	142	148	175	162	173	148	158	151	1,891
2 HRH - Danville	91	90	99	103	100	124	121	133	108	123	123	143	1,358
3 HRH - Brownsburg	30	17	20	16	16	20	13	19	31	18	18	43	261
4 Eskanazi Hospital	9	15	23	15	22	26	20	25	10	21	19	13	218
5 IU Health Methodist Hospital	11	9	13	14	14	18	14	21	17	14	19	26	190
6 IU Health - Riley Childrens	2	6	8	5	4	9	8	15	16	6	7	12	98
7 St. Vincent Avon	4	5	6	8	6	3	2	3	2	3	10	5	57
8 VA Medical Center	2	2	3	5	7	3	7	6	3	7	5	6	56
9 St. Vincent Hospital	3	6	3	2	1	3	4	5	6	10	3	5	51
10 St. Vincent Plainfield	1	1	1	1	1	1	2				1	2	11

Deputy Chief of Administration Report

Deputy Chief – Robert Phipps



The Deputy Chief of Administration wears many hats from overseeing Support Services and Fire Prevention to managing the budget day to day and helping direct the organization with regards to technology, infrastructure, and vehicle updates. Aside from those day-to-day duties, the position is responsible for overseeing the health and wellness of all Avon Fire Department (AFD) personnel. This responsibility includes the administration of Physical Fitness Evaluations (PFE) and Work Performance Evaluations (WPE), as well as the tracking of all on-duty injuries and illnesses. Injury and illness data are submitted to the Deputy Trustee for verification, tracking, and official documentation on behalf of the department and Washington Township.

Aside from the aforementioned, one of the most significant milestones achieved in 2025 was the initiation of construction on Station 145. Once the process started, we realized an immediate savings by removing the Owner's Representative and managing the project from within. Seeing this project advance from the planning phase into reality has been exceptionally rewarding due to the direct involvement as a department versus watching from the outside. This internal ownership has helped navigate fiscal impacts first-hand by ensuring the project met every intent and re-allocated savings back to the department or to be utilized elsewhere in the project to prevent premature maintenance into the future. As we near completion, this new facility will serve as a long-term investment in response capability, firefighter safety, and enhanced service to our community for decades to come.

Significant improvements were also made to existing infrastructure with the remodel of Station 143. These upgrades provide our crews with a modern, functional environment that supports daily operations while promoting long-term readiness and resiliency.

Looking toward the future, the acquisition of land for the relocation of Station 142 marked a critical step in preparing for continued growth within our district. Planning efforts for this project were set in motion during 2025 through extensive talks and a feasibility study versus simply remodeling that was performed in 2023. The intent revolves around employee safety and positioning the department to meet expanding service demands while maintaining the high level of response and care our residents expect.

Further, the Support Services Division and their efforts, often behind the scenes, are essential to the department's daily success as seen in specific tracking documented in this report. The completion of more than 1,427 service tickets in 2025 is a testament to their dedication and professionalism, ensuring our apparatus remain reliable, our facilities operational, and our personnel properly equipped to serve safely and effectively.

In the area of Community Risk Reduction, the team performing prevention and education continues to play a vital role in safeguarding our response area through consistent business inspections, proactive prevention efforts, and education of our at-risk population. Their work helps reduce emergencies before they occur, protecting both the public and our firefighters. To enhance the work of our prevention team, the Public Educator's commitment to outreach, events, and education programs has strengthened community relationships and reinforced the importance of fire and life safety across all age groups.

Looking Ahead to 2026

As we move into 2026, the department remains focused on strategic planning, continuous improvement, and long-term preparedness. Key objectives for the coming year include the full completion and operational transition of Station 145.

We will continue advancing the design and planning of the relocated Station 142 while working toward securing the necessary bond funding to support this critical project. This initiative is essential to sustaining effective

response coverage and accommodating continued growth within our district. Aside from Station 142, another priority for 2026 will be the completion of the re-remodel of Station 143 following water damage, ensuring the facility is restored and enhanced to meet both operational and safety requirements.

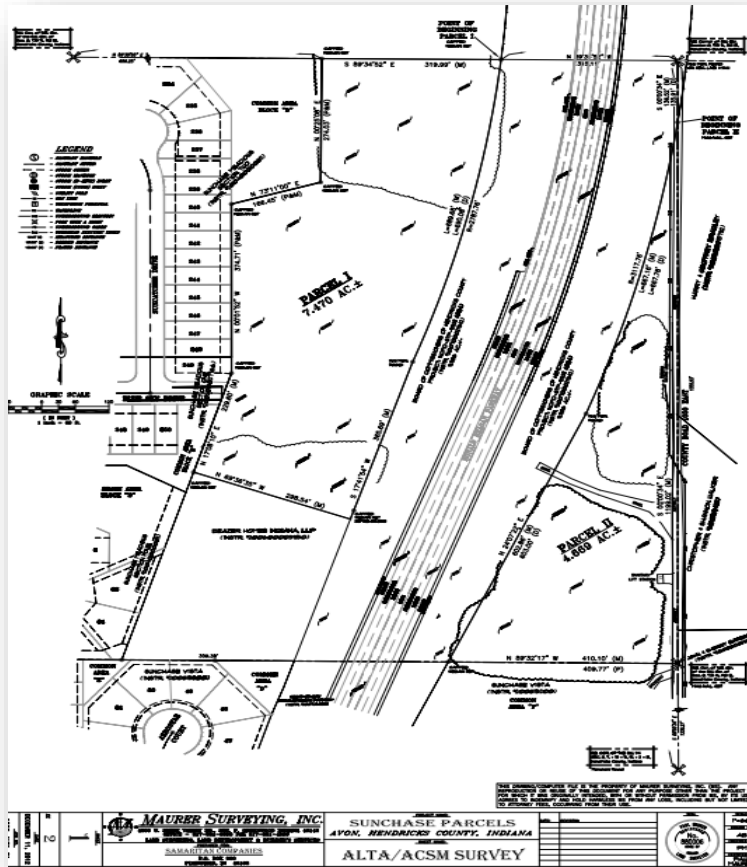
From an operational and technology perspective, planned upgrades to hand-held radios and Mobile Data Terminals (MDTs) will improve communication reliability and field efficiency. Additionally, the department will continue its comprehensive review and update of the policy manual to ensure policies remain current, compliant, and reflective of best practices within the fire service.

As we conclude another year of service to our members who serve the community, I would like to extend sincere appreciation to every member of Washington Township and Avon Fire Department for continued dedication, professionalism, and commitment to our community. This past year has been defined by growth, progress, and teamwork, and the accomplishments outlined in this report are a direct result of the collective efforts of our entire organization.

Thank you for another successful year of service. I am proud to serve alongside each of you and look forward to what we will accomplish together in 2026.

Robert Phipps – Deputy Chief of Administration

Station 142 Property



Fire Prevention Division
Fire Marshal – Levi Carpenter



In 2025, the Fire Prevention and Investigation Division continued to play a critical role in supporting community safety, regulatory compliance, and departmental operations. Through comprehensive plan review and inspection activities, the Division generated \$26,820.80 in revenue from building and fire protection permit plan review fees. During the year, personnel completed more than 1,500 building inspections and plan reviews, ensuring compliance with applicable fire and building codes across both existing and new construction projects.

To support investigative readiness and officer safety, the Division acquired and implemented a Smokeless Range Firearms Simulator, which is now used to conduct monthly firearms training. This investment ensures investigators maintain proficiency and readiness while providing a safe and controlled training environment. Additionally, all Department Investigators were formally evaluated and confirmed to meet the requirements of NFPA 1033, the national standard for professional qualifications for fire investigators.

Throughout 2025, the Division provided a wide range of essential services, including existing building inspections, plan reviews, fire protection permitting, and new construction inspections. Investigators also conducted fire scene investigations and supported incident operations through Unmanned Aerial Vehicle (UAV) drone responses, enhancing situational awareness and documentation capabilities.

Collectively, these efforts demonstrate the Division’s ongoing commitment to fire prevention, investigative excellence, and the protection of life and property within the community.

Plan Review

The Division reviews all Town and Township projects for compliance with the applicable Fire, Building, and Mechanical Codes as well as the Town Fire Prevention Ordinance. These reviews assist the developer in finding potential violations prior to the beginning of construction. The Division brought in \$21,370.80 from building plan review fees in 2025.

Type of Plan Review	2023	2024	2025
Site Plan Review	58	25	25
Building Plan Review	47	43	53
Total	105	68	78

Fire Protection Permitting

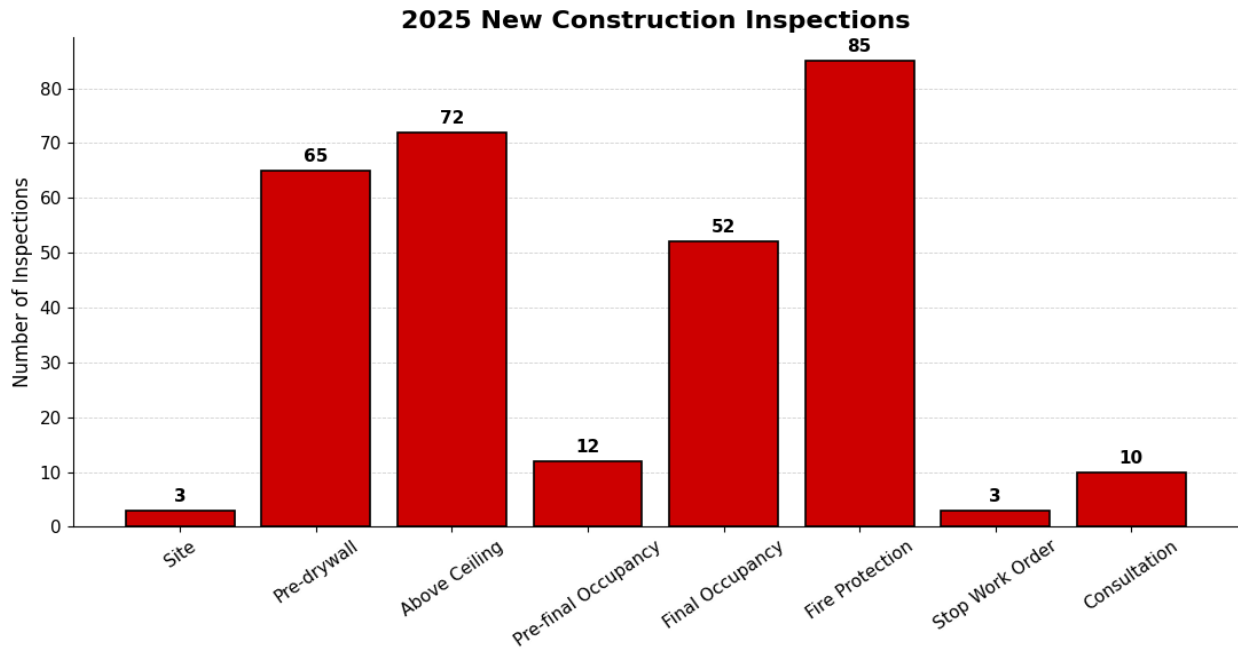
To issue a permit, the Division reviews fire protection systems for compliance with the Indiana Fire Code, applicable NFPA standards, and the local fire prevention ordinance. The Division collected \$5,450 for providing this service in 2025.

Types of Fire Protection System	2025
Sprinkler System	15
Fire Alarm System	10
Kitchen Hood System	9
Special Hazard System	0
Total	34

Existing Building Inspections

The existing building inspections include annual inspections and re-inspections. Other inspections include vacant properties. The “Investigate” categories account for Prevention Division personnel that are called out by a fire crew to assist with Fire Alarm, Sprinkler Issues or Public Complaints.

Type of Inspection	2025
Annual Inspection	899
Re-Inspection	179
Inspection-Other	7
Investigate- Fire Alarm, Sprinkler System, Public Complaint	1
Total	1,086



Fire Scene Investigations

The Investigation Division conducted 12 fire investigations in 2025. The Division was requested to assist Brownsburg, Plainfield, and Heritage Lake Fire Departments on investigations. The Division played an integral part of a successful arson prosecution from a case that was investigated in July of 2023.

Our Investigators conducted Fire Investigation Scenario Training with 13 different public safety agencies from multiple counties, including members of law enforcement, coroner’s office, local prosecutors and members of the Indiana State Police Crime Lab.



Drone (UAV) Program

The Division responded on 27 (UAV) responses in 2025 both in our response district, and throughout Hendricks County. Aside from searching for missing people and suspects, the Division utilized drones on fire scenes to locate hot spots and document fire scenes in areas with limited accessibility. These drones were also utilized to document trainings and create training aides for Operation Personnel.



Public Education

Courtney Snyder – Public Educator

Risk Watch for Preschoolers:

Visited preschools, elementary, and high schools from January- April teaching several different safety lessons. Once Summer was over, we started back up with regular lessons from September-November. We visited schools 64 times in 2025.

CPR:

- 115 - department taught CPR classes/skills sessions, with a result of 275 members of the community becoming certified.
- We have a total of 16 instructors associated with the department.

Smoke Detector Challenge:

- Completed a smoke detector blitz for Park Square Condominiums.
- Overall, we visited 46 homes and successfully changed all batteries.

Fire Prevention Week:

- Taught several fire safety lessons to preschoolers, elementary, and high school students.
- A total of 25 school visits.
- 2 large Halloween events where we passed out candy and safety information.

PR Events:

WTAFD participated in 36 large events reaching over 12,000 people.

Car Seats:

- Completed 23 car seat appointments, with a total of 46 members of the community helped.
- Hosted a Booster Seat event for families to learn about fitting their child with the best car seat and learning why we always buckle up.

Youth Fire Setter Interview and Intervention:

We have 2 youth fire setters. One of the children went through the interview and was given homework to return in a week. We have checked in with caregiver ever few months and there has not been another accident. The second child's caregiver was interested in program, but we never heard back.

Station Tours:

- Completed 21 Station Tours.
- Reached 770 children and adults.

Events to Note:

- Participated in a canned food drive at Avon Kroger: over 1000 pounds donated.
- Provided 100 Costco's employees fire extinguisher training with our simulator.
- Battle of the badges red cross blood drive with the police department.
- Participated in Savannah Strong Ride again this year.
- Attended the police department's National Night Out Against Crime.

Senior Safety:

- Completed a Smoke Detector Blitz in the Park Square Condominiums.
- Provided senior talks and monthly brochures for the 13 senior living/nursing homes.

Civilian Fire Academy:

- We hosted 6 members of the community at our training ground to get a hands-on learning experience. These members were all interested in fire or EMS as a career.
- Day 1: Ladder Ops
- Day 2: Engine Ops.
- Day 3: EMS.

Project Lifesaver Hendricks County:

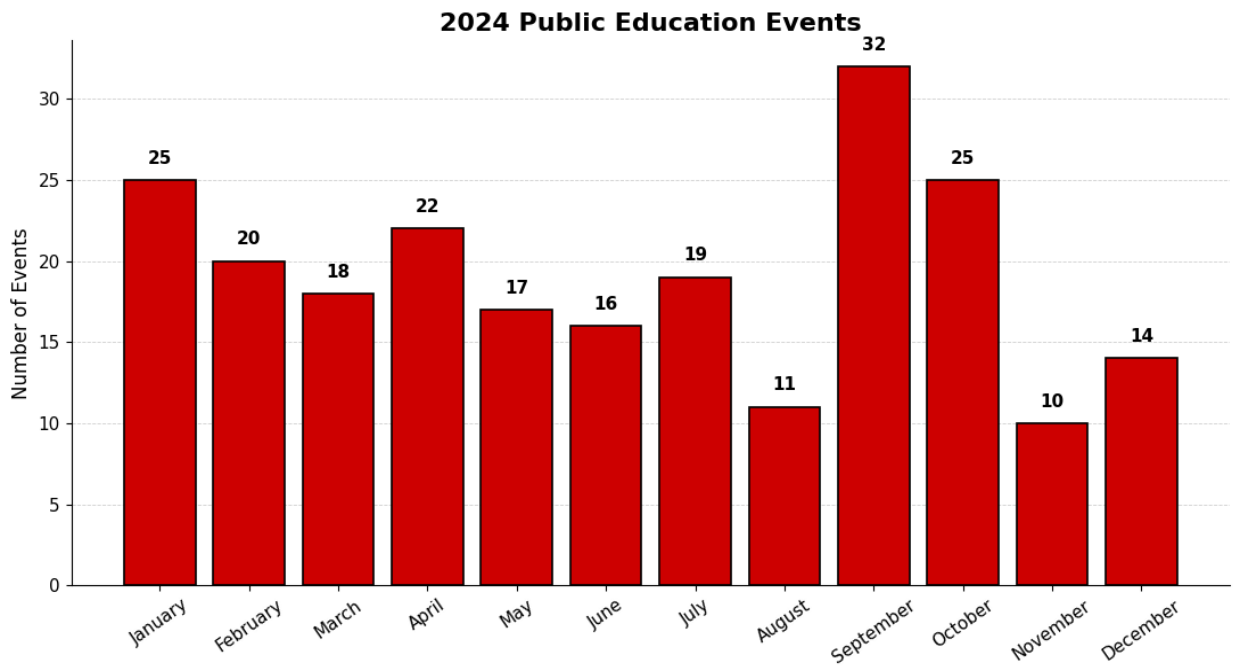
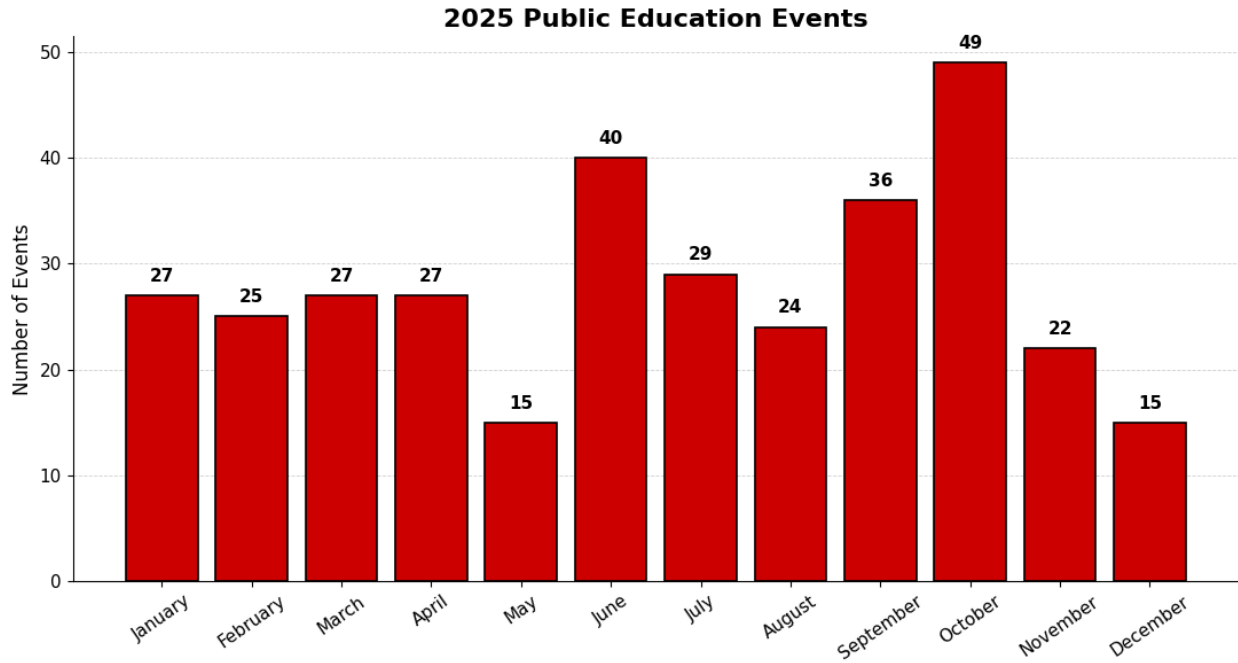
- Enrollment increased from 112 to 113 clients. We had a few clients graduate out of the program this year.
- After conversations with Deputy Chief Porter, we have designated a member from each department in Hendricks County. Each person will be in charge of all clients in their own district. Avon is in charge of 24 clients.

Trainings:

- Attended a fall and Prevention training for seniors at MADE.
- Travelled to Florida for a weeklong PIO conference.
- 2-day Fire Inspectors Association Conference.



2025 vs 2024 Public Education Event Comparison



Support Services
Director – Chris Krahn

In-House Cost Breakdown 2021 – 2025

Unit	2021	2022	2023	2024	2025
Surplused Vehicles and Equipment	\$ 5,034.00	\$ 5,703.00	\$ 1,630.00	\$ -	\$ -
Township - Tahoe (12-4584)	\$ 180.00	\$ 666.00	\$ 30.00	-	\$ 790.00
Parks Department	\$ 4,660.00	\$ 1,597.00	\$ 1,944.00	\$ 3,500.00	\$ 185.00
Unlabeled	\$ 6,651.00	\$ 3,364.00	\$ 1,780.00	\$ -	\$ -
C1401 (21-8162)	\$ -	\$ 320.00	\$ 455.00	\$ 235.00	\$ 1,929.00
C1402 (21-6817)	\$ -	\$ 270.00	\$ 410.00	\$ 1,645.00	\$ 215.00
C1403 (23-6225)	\$ -	\$ -	\$ 754.00	\$ 2,383.00	\$ -
C1420 (23-3744)	\$ -	\$ -	\$ 385.00	\$ 17,715.00	\$ 230.00
C1421 (23-3798)	\$ -	\$ -	\$ 380.00	\$ 17,920.00	\$ 2,795.28
C1422 (23-3756)	-	-	-	\$ 18,478.00	\$ 561.00
C1423 (19-6828)	\$ 95.00	\$ 230.00	\$ 1,543.00	\$ 1,275.00	\$ 123.00
C1430 (21-7948)	\$ -	\$ 640.00	\$ 1,815.00	\$ 658.00	\$ 1,445.29
C1450 (23-5873)				\$ 90.00	\$ 215.00
C1490 (24-8517)	\$ -	\$ -	\$ -	\$ -	\$ 305.00
C1491 Support Services Truck - Building Maintenance (07-9189)	\$ 531.00	\$ 212.00	\$ 135.00	\$ 1,525.00	\$ 340.00
C1492 Support Services Truck - Vehicle Maintenance / Mechanic (16-5667)	\$ 1,350.00	\$ 430.00	\$ 525.00	\$ -	\$ 355.00
BC140 (23-1963)				\$ 1,755.00	\$ 10,814.00
Back-Up Battalion - (17-5164)	\$ 808.00	\$ 2,620.00	\$ 10,182.00	\$ 3,135.00	\$ 65.00
EG141 (22-4485)	\$ -	\$ 2,050.00	\$ 6,062.00	\$ 11,787.00	\$ 10,783.00
EG142 (25-5937)	\$ -	\$ -	\$ -	\$ -	\$ 4,670.00
EG143 (25-6803)	\$ -	\$ -	\$ -	\$ -	\$ 5,122.00
EG147 (13-2500)	\$ 13,872.00	\$ 10,554.00	\$ 23,689.00	\$ 19,723.00	\$ 27,291.00
EG148 (15-0250)	\$ 22,745.00	\$ 10,950.00	\$ 14,697.00	\$ 9,958.00	\$ 6,725.92
EG149 (18-1733)	\$ 6,615.00	\$ 7,490.00	\$ 5,870.00	\$ 5,205.00	\$ 8,882.00
LD141 (16-0380)	\$ 14,820.00	\$ 29,691.00	\$ 35,189.00	\$ 43,842.00	\$ 32,094.00
LD144 (24-6354)					\$ 5,385.00
MD141 (20-8968)	\$ 2,751.00	\$ 5,170.00	\$ 27,260.00	\$ 9,051.00	\$ 7,617.00
MD142 (19-8265)	\$ 4,874.00	\$ 15,995.00	\$ 3,092.00	\$ 6,684.00	\$ 6,739.90
MD143 (22-2140)	\$ -	\$ -	\$ 3,092.00	\$ 2,640.00	\$ 3,153.00
MD144 (22-5265)	\$ -	\$ -	\$ 9,440.00	\$ 1,942.00	\$ 6,128.00
MD148 (22-2141)	\$ -	\$ -	\$ 375.00	\$ 440.00	\$ 1,193.00
MD149 (17-5064)	\$ 3,986.00	\$ 11,155.00	\$ 23,225.00	\$ 2,758.00	\$ 1,645.00
Support 140 (19-9114)	\$ 500.00	\$ 1,275.00	\$ 335.00	\$ 85.00	\$ 145.00
Support Truck (18-5471)	\$ 840.00	\$ 1,400.00	\$ 2,990.00	\$ 863.00	\$ 141.00
Borrowed Units	\$ 265.00	\$ 350.00	\$ 370.00	\$ -	\$ 50.00
Location					
Headquarters (Includes Shop, Carts, and HQ Building)	\$ 2,694.00	\$ 7,314.00	\$ 14,181.00	\$ 48,663.00	\$ 8,882.00
Station 141	\$ 11,613.00	\$ 25,605.00	\$ 10,159.00	\$ 14,180.00	\$ 23,344.50
Station 142	\$ 8,984.00	\$ 15,451.00	\$ 7,180.00	\$ 10,975.00	\$ 9,443.00
Station 142 Property					\$ -
Station 143	\$ 10,473.00	\$ 8,948.00	\$ 4,713.00	\$ 3,575.00	\$ 54,228.70
Station 144	\$ -	\$ 1,617.00	\$ 3,853.00	\$ 2,664.00	\$ 1,464.00
Training Grounds (Includes Grounds and Equipment)	\$ 5,046.00	\$ 21,991.00	\$ 7,685.00	\$ 22,546.00	\$ 39,368.00
Total Cost For Work Done by Avon Fire Department	\$ 129,387.00	\$ 193,058.00	\$ 225,425.00	\$ 287,895.00	\$ 284,862.59

NOTE: This information does not include anything sent to an outside agency for more complicated or in-depth repairs. Nor does it consider contracted maintenance or maintenance calls for an outside agency coming to us to perform the repairs.

Run Statistics 2025

Annual Run Total 8713

Monthly Run Totals

Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec
786	700	644	737	690	757	702	702	726	763	731	775

Total Runs by Apparatus and Type

BC	Engines				Ladders		Medics			
140	141	142	143	144	141	144	141	142	143	144
779	1446	1864	1226	420	1062	1386	1657	1921	1234	1596

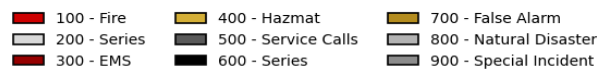
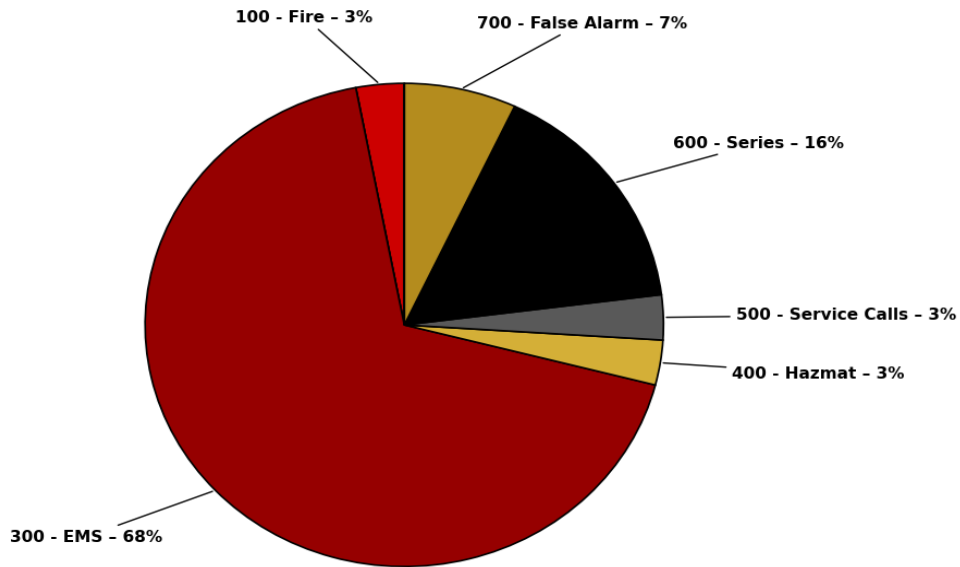
Administration

1401	1402	1403	1420	1421	1422	1430	1450
3	93	35	27	38	18	29	12

Fire Incident Type Breakdown

100- Fire	200- Series	300- EMS	400- Hazmat	500- Service Call	600- Series	700- False Alarm	800- Natural Disaster	900- Special Incident	Total
233	13	5926	241	292	1386	605	9	6	8713

Incident Type Breakdown



2025 Mutual Aid Report

	Given	Received	Brownsburg	Danville	Plainfield	Wayne Twp	All Others					
2025	2403	616	672	60	501	78	589	242	517	200	123	36
+/-from 2024	-47	-108	+29	-6	+70	+9	-48	-45	-86	-56	-12	-10

2025 Hendricks County Fire and EMS Run Totals by Agency

	2000	2005	2010	2015	2020	2022	2023	2024	2025
North Salem	155	133	281	159	132	204	199	196	223
Mill Creek	247	240	314	274	326	480	449	423	468
Lizton	237	333	346	252	220	289	274	282	333
Liberty Twp.	391	486	663	659	679	753	831	1032	1122
Pittsboro	435	466	740	658	847	981	919	985	1111
Danville	1071	1309	1649	1650	1680	2025	2259	2230	2586
Brownsburg	2187	2481	3098	3591	3790	4549	4416	4935	4969
Avon	2163	2807	3991	4643	5848	7663	8167	8356	8713
Plainfield	2910	3682	4192	5335	6310	8506	8240	8293	8434
Total	9,985	12,137	15,274	17,221	19,832	25,450	25,754	26,732	27,959

Station 145 Rendering



2025 Hendricks County Apparatus Response Totals

Engine	Responses
131	2340
142	1864
122	1671
123	1661
121	1488
141	1446
192	1338
143	1226
133	1036
111	736
132	425
144	420
105	344
101	147
151	72
161	69
181	64
171	21
106	9

Medic	Responses
121	2272
123	2044
142	1921
122	1705
141	1657
144	1596
192	1549
131	1291
143	1234
134	1233
133	1045
105	690
111	638
AM101	162
AM181	127
AM151	83
AM161	82
AM171	74
AM105	62
AM106	5

Rescue	Responses
SQ121	1095
SQ192	182

Ladder	Responses
144	1386
141	1062
131	1018
121	849
122	680
191	449

Chief	Responses
BC120	898
BC140	779
BC130	527

Tanker	Responses
111	98
151	48
101	46
106	38
181	37
191	36
161	30
171	28
182	7

Grass Rig	Responses
181	62
105	39
171	33
191	33
151	29
101	28
111	25
161	24

Other	Responses
SU105	278
CT120	56
SU101	50
SU161	41
SU181	37
CT181	16
TC111	13
CT140	10
CT132	7
BT121	7
TC134	7
TC132	4

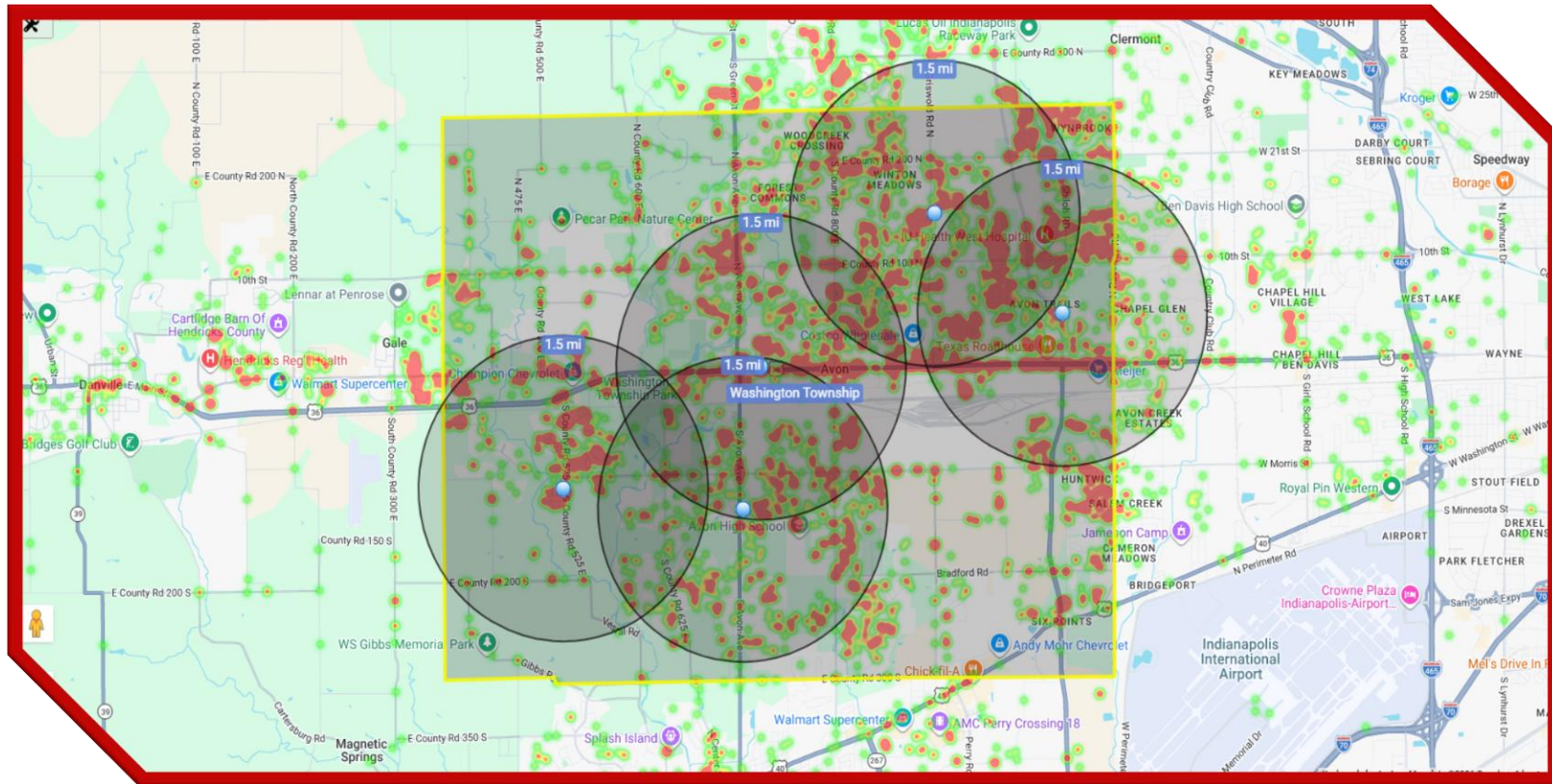
Staff	Responses
HRH50	225
1930	98
1402	93
1602	88
1102	87
1203	85
1303	85
1320	79
1230	73
1220	61
MD2	60
1601	58
1051	56
1350	52
1221	48
MD180	40
1701	38
1421	38
1403	35
1150	34
1903	33
1222	32
1330	32
1302	30
1321	29
1430	29
1052	28
1801	28
1053	28
1420	27
1002	25
1130	24
MD1	23
1202	22
1250	22
1422	18
1922	17
1920	15
1101	14
1950	13
1450	12
1902	11
1120	8

Heat Map of Runs – 2025

The Avon Fire Department serves nearly 42 square miles and more than 60,000 residents, while also supporting an estimated 30,000–40,000 daily commuters traveling through our community. Approaching 9,000 calls for service annually, the department continues to plan strategically to meet current and future service demands.

To support this growth, the department anticipates opening Station 145 in the first quarter of 2026. Staffing efforts include the 15 additional personnel that began serving in early 2025 and the most recent hiring of 12 personnel in late 2025 to support station and apparatus operations. Additional hiring may be considered as fiscal conditions allow, particularly in light of pending legislation introduced during the 2025 legislative session.

The township has also acquired seven acres along Ronald Reagan Parkway, south of U.S. Highway 36, for the future relocation of Station 142. A 2023 feasibility study determined that renovation of the existing facility was not cost-effective. Relocating the station will improve operational efficiency and enhance the Department’s ability to provide comprehensive, border-to-border coverage for the Avon community.



Department Summary and Outlook

2026 numbers include the addition of 12 firefighters to our staffing for Station 145. We made appropriate adjustments to our budget to sustain the legacy cost of their service. They now join the 15 firefighters hired in 2024. The realization of Station 145 and the additional Engine 145 has added expected and budgeted legacy costs here forward. Our revised budgeting process helps us trend costs for every category of the department to effectively manage for the protection of the citizen as well as the tax impacts.

After overcoming a challenging 2023 due to a falsely deflated budget, we have adapted to the fiscal environment and coverage needs for those we serve.

Category	2026	2025	2024	2023	2022	2021
Fire Personnel	\$ 20,397,092.00	\$ 18,065,037.00	\$ 15,922,960.00	\$ 13,642,270.00	\$ 12,375,987.00	\$ 11,161,184.00
Supplies	\$ 920,700.00	\$ 966,875.00	\$ 652,311.00	\$ 425,450.00	\$ 418,610.00	\$ 318,970.00
Services	\$ 1,199,695.00	\$ 1,265,908.00	\$ 885,501.00	\$ 1,076,397.00	\$ 1,392,713.00	\$ 1,259,259.00
Capital	\$ 325,000.00	\$ 1,146,666.00	\$ 33,450.00	\$ 50,119.00	\$ 1,113,569.00	\$ 81,472.00
Total	\$ 22,842,487.00	\$ 21,444,486.00	\$ 17,494,222.00	\$ 15,194,236.00	\$ 15,300,879.00	\$ 12,820,885.00

NOTE: These numbers include Township LIT Supplementation for equal comparison and transparency



Future Goals and Priorities

The Avon Fire Department remains committed to proactive planning, disciplined growth, and continuous improvement to ensure high-quality emergency services for the residents of Hendricks County. Over the coming year and beyond, the department will focus on the following priorities.

Strategic Planning and Operations

The Department will continue advancing long-term planning for apparatus deployment, staffing, and equipment needs. A comprehensive three- and five-year Operations Division plan will be refined to guide staffing models, apparatus and equipment replacement cycles, training objectives, personnel development, and response deployment. Ongoing evaluation of internal processes will ensure personnel resources are used efficiently and effectively.

Facilities and Capital Development

Completion and opening of Station 145 in the southern portion of the district remains a top priority, with an anticipated in-service date of April 2026. Additional facility initiatives include completion of the Station 143 re-renovation following water damage, finalization of the Station 142 relocation and design/build process, and a feasibility study to evaluate adding a third apparatus bay and additional sleeping quarters at Station 144. Infrastructure improvements will continue at the training grounds, including permanent power to support expanded training operations.

Staffing and Leadership Development

To support the addition of Engine 145 as the Department's fourth engine company, three Engineers and three Lieutenants will be promoted. The Department will continue recognizing member service milestones and achievements through formal ceremonies and events. Leadership development will remain a focus through continued Officer Development Training, quarterly officers' meetings, and the launch of a Battalion Chief Academy for ride-out officers. Backup officer, chauffeur, and battalion chief programs will also be further strengthened.

Apparatus, Equipment, and Fleet Management

The Department will continue working with its Apparatus Committees on the replacement of Engine 141 and Medic 144, aligning procurement timelines with manufacturer lead times and established replacement cycles. Frontline apparatus and equipment will be maintained and replaced as necessary within approved budgets, incorporating input from officers, firefighters, and civilian paramedics.

Training and Professional Development

Training efforts will focus on expanding in-house instruction tailored to operational needs while increasing the use of electronic learning platforms where appropriate. This approach will reduce travel demands on crews while maintaining response coverage. Collaboration among the Training, EMS, and Human Resources Divisions will continue to support recruit academies, lateral firefighter training, new hire orientation, and civilian paramedic programs. A quarterly extrication rotation will also be established to reinforce critical skills.

Training Grounds Enhancements

Significant upgrades will continue at the Department's training grounds, "The Yard," including improvements to live fire burn rooms, structural repairs to the burn tower, enhanced safety features for instructors, new forcible entry props, utility shutoff training props, and expanded bailout and safety line anchor points. Additional wayfinding elements, street signage, and building identification will be added to enhance realism during training scenarios.

Technology, Fitness, and Operational Support

Mobile Data Terminals in all apparatus will be updated to improve operational efficiency and information access. Fitness equipment will be standardized across all stations, and Sims U Share technology will be implemented at each firehouse to support ongoing training and collaboration.

Community Risk Reduction and Outreach

The Department will expand its community engagement efforts through spring and fall civilian fire academies, quarterly CPR classes, continued growth of the Youth Fire Setter intervention program, and increased educational outreach to senior living communities, schools, and local businesses. The Public Education trailer will be fully organized and branded to support these efforts, and partnerships with community organizations will continue to grow.





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